

GENERAL INFORMATION

Name _____

Address _____

City _____ State _____ Zip _____

Phone _____ Email _____

Social Security _____ Date of Birth _____

ELIGIBILITY QUESTIONS

It is a condition of employment and/or any offer of employment that you fully and truthfully answer the following questions. Any misrepresentations or omissions may result in termination of employment or withdrawal of any offer of employment. Janus Henderson will confirm the accuracy of your answers during the background check process, including by sending your fingerprints to FINRA for FBI analysis for certain positions. A "yes" answer to any of these questions does not necessarily disqualify you from employment at Janus Henderson; although, it may affect your eligibility for certain types of roles due to regulatory restrictions.

1. Have you ever been charged with (even if dropped, dismissed or expunged), convicted of or pleaded guilty or nolo contendere (no contest) to a felony?

Yes _____ No _____

2. Have you ever been charged with, convicted of, or pleaded guilty or nolo contendere to a misdemeanor related to investments or an investment-related business, fraud, false statements or omissions, wrongful taking of property, bribery, perjury, forgery, counterfeiting, extortion, computer hacking-related crimes, assault, harassment, battery, or a conspiracy to commit any of these offenses?

Yes _____ No _____

3. Have you been convicted of or pleaded guilty or nolo contendere to any other crimes in the last ten years? Examples of these crimes include but are not limited to: DUI/DWI (but not minor traffic violations), drug possession, weapon violations, etc.

Yes _____ No _____

4. Have you been subject to any inquiry, investigation, proceeding, hearing or disciplinary action by any regulatory or self-regulatory organization, or civil litigation in the last ten years involving: (i) investments or an investment-related business; or (ii) fraud, false statements or omissions, statutory or regulatory violations, dishonesty or unethical conduct?

Yes _____ No _____

If you answered "yes" to any of questions 1 through 4, for each instance, please explain here: _____

5. Have you ever had a surety bond refused or canceled?

Yes _____ No _____

ELIGIBILITY QUESTIONS

6. Do you have any unsatisfied judgments or liens against you?

Yes _____ No _____

7. Have you filed for bankruptcy within the past seven years?

Yes _____ No _____

8. To your knowledge, are you or a family member an officer, employee, or member of a: 1) government agency; 2) state-owned enterprise; 3) royal family; 4) political party official or candidate; 5) legislative body; or 6) public international organization?

Yes _____ No _____

If yes, please explain: _____

For completion by Recruiting:

Title of Position _____

Recruiter _____ Supervisor _____

Licenses Required for Position _____

CERTIFICATION AND RELEASE

I certify that the answers given by me to this application and the statements made by me are complete and true to the best of my knowledge and belief. I understand that any false or misleading information, omission or misrepresentation of the facts called for in this application may result in rejection of my application or discharge at any time during my employment. I authorize Janus Henderson and/or its agents to verify any of this information, including, but not limited to, employment and criminal history, educational background, financial activities, and motor vehicle driving records. I authorize all persons, schools, entities, regulatory bodies, and law enforcement authorities ("authorized party") to release any information concerning my background, and hereby release any authorized party from any liability for any damage whatsoever arising out of or relating to the issuance of this information.

I understand that I may be required to be fingerprinted in accordance with SEC regulations. In the event fingerprinting is required, I will make myself available for fingerprinting. I understand that fingerprints will be submitted to the Financial Industry Regulatory Authority (FINRA) for FBI analysis with the results returned to Janus Henderson.

In the event that an offer of employment is made, the offer will be subject to the applicant: (A) providing documentation proving identity and eligibility for employment in the U.S. as required by the Immigration and Control Act of 1986, P.L. No. 99-603; and (B) reading, understanding, and signing an acknowledgment regarding the Janus Henderson Personal Code of Ethics, the Janus Henderson Code of Business Conduct, and the applicable Janus Henderson Employee Policies and Guidelines. I understand that business needs may at times make the following conditions mandatory: overtime, shift work, a rotating work schedule, a work schedule other than Monday through Friday, or change in reporting structure. I understand that phone calls, emails, web histories, voicemails, text messages, and other forms of communication on Janus Henderson-owned, issued, or approved systems or equipment may be recorded, reviewed, disclosed and/or monitored for record keeping purposes, performance evaluation, and other business purposes or legal reasons.

I have read and understand and by my signature consent to these statements and actions.

Signature _____ Date _____

Print Name _____ Date of Birth _____

This Release will remain active for a limited time. Please contact the Global Head of Talent Acquisition for further details.

FAIR CREDIT REPORTING ACT DISCLOSURE AND AUTHORIZATION

As an applicant for employment, or as a current employee of Janus Henderson, you are a consumer with rights under the Fair Credit Reporting Act. When any of the following circumstances exist, Janus Henderson may choose to obtain and use information contained in either a consumer report or an investigative consumer report from a consumer reporting agency about you: (1) when considering your application for employment, (2) when making a decision whether to offer you employment, (3) when deciding whether to continue your employment (if you are hired), or (4) when making other employment-related decisions directly affecting you. Such reports may be obtained by Janus Henderson prior to or throughout the course of your employment with the company.

For explanation purposes, a "consumer reporting agency" is a person or business which, for monetary fees, dues, or on a cooperation non-profit basis, regularly, assembles or evaluates consumer credit information or other information on consumers for the purpose of furnishing reports to others, such as Janus Henderson. A "consumer report" means any written, oral or other communication of any information by a consumer reporting agency bearing on your credit worthiness, credit standing, credit capacity, character, general reputation, personal characteristics, or mode of living which is used or expected to be used or collected in whole or in part for the purpose of serving as a factor in establishing your eligibility for employment purposes. An "investigative consumer report" means a consumer report or portion thereof in which information on your character, general reputation, personal characteristics, or mode of living is obtained through personal interviews with your neighbors, friends, associates or others with whom you are acquainted or who may have knowledge concerning any such items of information.

Janus Henderson may request either a consumer report or an investigative consumer report. You may request, in writing and within a reasonable time, additional disclosures regarding the nature and scope of the investigation requested as well as a written summary of your rights under the Fair Credit Reporting Act.

By signing below, I hereby voluntarily authorize Janus Henderson to obtain background information about me which Janus Henderson, in its discretion, may require, including either a consumer report or an investigative consumer report, and to consider this information when making decisions regarding my employment at Janus Henderson. I understand that I have rights under the Fair Credit Reporting Act, including the rights discussed above. I hereby release Janus Henderson (and any of its authorized employees or agents) from any and all liabilities that may arise out of, or relate to, any actions Janus Henderson might lawfully take based in whole or in part on any such information supplied.

Signature _____ Date _____

Print Name _____ Date of Birth _____

This Authorization will remain active for a limited time. Please contact the Global Head of Talent Acquisition for further details.

COMPLIANCE ALERT

In the event you are offered a position at Janus Henderson, you will be provided with an electronic copy of the Janus Henderson Personal Code of Ethics (the "PCOE") and Code of Business Conduct (the "COBC"). While we have summarized portions of the PCOE in the following pages and below, it is important for you to read and understand both documents.

Under the PCOE, you will be required to conduct your personal securities trading with one of our Approved Brokers. Additionally, you will be subject to restrictions on trading securities (not just Janus Henderson stock, but all securities). Those restrictions also apply to securities trading in accounts held in the name of your spouse or equivalent domestic partner and your dependent children. You will generally be required to get approval for all personal trading activity for both you and any family member(s) who live with you prior to making a trade. You will also generally be subject to minimum holding periods of up to six months.

Additionally, you will be subject to restrictions on outside business activities and political activities including contributions. You may be prohibited from engaging in certain outside business activities or political activities and making certain political contributions to the extent those give rise to conflicts with Janus Henderson or its clients.

In the event you have concerns over your ability or willingness to comply with these requirements, you are encouraged to raise them now before any employment offer is extended.

Signature _____ Date _____

Print Name _____

Personal Code of Ethics

Summary of Requirements

All employees of Janus Henderson are subject to the Personal Code of Ethics (the "Code"). Below is a summary of the policies included in the Code.

Purpose of the Code

The Code is intended primarily to ensure that you:

- Place the interests of our Clients first.
- Comply with legal regulations.
- Act with the highest degree of ethical standards.
- Avoid or, where applicable, disclose conflicts of interest

Personal Account Dealing

General Prohibitions

- You may not profit, or cause others to profit, based on your knowledge of completed or contemplated client transactions.
- You may not trade in conflict with the interests of our clients, the parameters set by the Code, or the restrictions imposed by Janus Henderson restricted/embargo lists.
- You may not trade on the basis of material non-public (inside) information.

Approved Brokers

You must conduct all personal securities trading with one of our Approved Brokers. This may require the transfer of existing brokerage accounts to an Approved Broker at the time of hire.

Disclosure Requirements

You must notify Compliance of each brokerage account and Janus Henderson Fund account in which you have Beneficial Ownership and allow your broker or financial institution to provide trading and holdings data to Compliance. Additionally, you must disclose any Covered Securities held in your accounts.

Transactions in Covered Securities

Covered Securities generally include all individual securities, whether publicly or privately traded, and any derivative thereof.

Preclearance Requirement: You and your related parties (your spouse, dependent children and other adult family members living in your household) must preclear any personal transactions in Covered Securities, with limited exceptions. All preclearance requests must be submitted to Compliance through MyComplianceOffice. Compliance will notify you by email if your request has been approved or denied. If your request is approved, you must execute the trade by market close the day following your approval. If you receive approval on a Friday, or the day before a holiday, you must execute your trade on the day of approval.

Blackout Periods: You will not be granted preclearance to trade in a Covered Security when there is a pending buy or sell order for a Client in that same security. Additionally, Investment Persons will not be granted preclearance to trade in a Covered Security within 7 calendar days before or after a Client trade in the same security.

Short Term Trading Rule: Because Janus Henderson focuses on long-term investing for our Clients, we discourage short term personal trading. You are required to surrender any profits resulting from the purchase and sale, or sale and purchase, of the same Covered Security within 90 calendar days (Access Persons) or 180 days (Investment Persons). For exchange traded products (ETP), the timeframe is 7 calendar days.

Discretionary Accounts: The trading restrictions on Covered Securities do not apply to any investment vehicle for which you have no direct or indirect influence or control. Examples include adviser-managed accounts or discretionary brokerage accounts where you do not have the ability to make investment recommendations. In order to rely upon this provision, you must receive approval from Compliance.

Transactions in Janus Henderson Funds

Ninety Day Rule: Trading in and out of Janus Henderson Funds within 90 days is discouraged. If you do, then you may be required to surrender any profits resulting from the purchase and subsequent sale of the same fund. The Ninety Day Rule does not apply to systematic transactions such as payroll deduction, automatic monthly investments, or retirement plan contributions.

Transactions in Company Securities (JHG)

Janus Henderson Group (JHG) is a publicly traded company and, as an employee or contractor of Janus Henderson, all of your trades in securities issued by JHG are monitored. You may not engage in transactions in JHG securities if they are speculative in nature. For example, speculative trading includes short sales, transactions in "put" or "call" options or similar derivative transactions. You also are prohibited from short term trading in JHG securities.

Preclearance Requirement for Trading JHG: You and your related parties (your spouse, minor children and other adult family members living in your household) must preclear any trades in JHG securities via MyComplianceOffice. This includes in-kind charitable gifts of JHG securities. Additionally, you may only trade in JHG during the Window Period. The Window Period generally opens the day after JHG publicly announces its quarterly earnings and closes on the last day of each calendar quarter.

Gift and Entertainment Received

Gifts: Generally, the annual limit for gift receiving is \$100. Neither you nor members of your immediate family may receive any gift or series of gifts to or from any single Client or Business Relationship valued in excess of \$100 per calendar year.

Entertainment: Generally, the limit for receiving entertainment is \$300 per event for an individual and up to \$600 per event for the individual and their guest. The aggregate value of all such benefits may not exceed \$1,500 per Business Relationship, per calendar year.

Disclosure Requirements: You are required to report all gifts and entertainment received that exceed \$50.

Outside Business Activities

If you are engaged in any for-profit business activity outside the scope of your relationship with Janus Henderson either as an employee, independent contractor, sole proprietor, officer, director or partner, you are required to disclose this activity in MyComplianceOffice and receive pre-clearance from Compliance. Additionally, you must disclose and receive pre-clearance from Compliance if you are serving as a director, officer or in executive management for a non-profit entity. Pre-approval from the Ethics & Conflicts Committee will also be required before engaging in any securities-related employment or other employment that could be viewed as being a conflict of interest. As a general rule, employees are not allowed to serve on the board of directors of any publicly traded company.

Political Activities

Employees must preclear any Political Activities or Political Contributions with Compliance. Employees may generally make political contributions of up to \$150 after receiving prior approval from Compliance. Employees may request exceptions to the \$150 limit, which will be reviewed by Legal and Compliance. In certain cases, exception requests may be escalated to Janus Henderson's Ethics & Conflicts Committee or CEO for approval. Political Activities and Contributions, regardless of amount, will be denied if they would result in the application of a federal, state, local or contractual limitation that would impact the ability of Janus Henderson's U.S. registered investment advisers to do business.

All employees who are US citizens and are a) on the JHG PLC board, or b) an Officer of JHIUS, JHDUS, or JHSUS must also obtain written approval from Compliance before a family member (spouse, domestic partner, or minor children) contributes to a U.S. political candidate, organization or engages in any U.S. Political Activity.

Covered Associates: Janus Henderson's U.S. registered investment advisers and their Covered Associates are prohibited from soliciting others or coordinating contributions to certain U.S. elected officials or candidates or payments to U.S. political parties where the adviser is providing, or seeking to provide, investment advisory services.

Enforcement Guidelines

If you violate any of the requirements, restrictions, or prohibitions of the Personal Code of Ethics, you may be subject to sanctions imposed by the Ethics & Conflicts Committee.

Definitions

Working definitions of some common capitalized terms are as follows:

Approved Brokers: Those brokers that provide Compliance with transactions and holdings data via electronic feed into MyComplianceOffice.

Access Person: An employee or contractor who has access to non-public information regarding the portfolio holdings or trading of securities in Client accounts.

Beneficial Ownership: You are the beneficial owner of any account in which you have a direct or indirect financial interest. This generally includes accounts held in the name of your spouse or equivalent domestic partner, your dependent children, and may include trusts for which you are a beneficiary.

Clients: All mutual funds advised or subadvised by Janus Henderson or its subsidiaries and individual and institutional advisory clients of Janus Henderson.

Covered Associates: Employees who are identified by Compliance based upon requirements of Rule 206(4)-5, including but not limited to members of sales teams, Compliance, Legal, Investments, Marketing, the Executive Committee and certain department heads.

Covered Securities: Generally, all securities, whether publicly or privately traded and any derivative thereof. Covered Securities do not include government securities, insurance contracts, cash equivalents, direct investments in real estate, or commodities.

Investment Person: An employee who (1) has access to information regarding portfolio holdings, active trades or recommendations for future trades; (2) makes or participates in making, decisions regarding the trading of securities in any Client account, or (3) assists in the trade process.

Political Activity: Any activity that directly or indirectly supports a candidate's campaign for office.

Political Contribution: Any subscription, loan, advance or deposit of money, payment of debt, gift or anything of value made in connection with an election. A contribution made to tax-exempt, non-profit charitable organizations (such as 501(c)(3) corporations or associations) that are not politically active is not a Political Contribution. It is important to note that some organizations that may appear to be charitable in nature may actually be considered 501(c)(4) organizations and have some ability to be politically involved.

IMPORTANT NOTE: This summary was prepared as a convenient quick reference. It does not supersede or replace the code. In the event of any conflict between this summary and the code, the code will take precedence. If you have questions about any compliance-related issues, you should contact Compliance or your Recruiter clarification.

U.S. POLITICAL ACTIVITIES DISCLOSURE

Name _____ Date _____

Position Applied For _____

SEC Rule 206(4)-5 (the “Pay-to-Play Rule” or “Rule”) generally prohibits a U.S. registered investment adviser from collecting an advisory fee from a U.S. state or local entity for two years if it or its Covered Associates make a political contribution to a government official who can influence the selection of the adviser. In addition to the Rule, many U.S. state and local governments and pension plans restrict or limit firms and their employees from making political contributions. Janus Henderson is therefore required to ask candidates to disclose any Political Activities or Contributions for the previous two-year period. If you have questions, please contact your recruiter.

Please complete the below:

☐ I **have** made Political Contributions and/or **have** participated in Political Activities for U.S. candidates/organizations during the two years prior to today's date. *(List your contributions and/or activities in the table below)*

☐ I **have not** made Political Contributions and/or **have not** participated in Political Activities for any U.S. political candidates/organizations during the two years prior to today's date

Examples of Political Contributions	Examples of Political Activities
<ul style="list-style-type: none"> • Payments made by cash, credit card or check • Tickets for a fundraiser or other event designed to raise campaign funds • In-kind contributions such as: <ul style="list-style-type: none"> Use of a residence or corporate facilities for a reception Writing a white paper for a transition team 	<ul style="list-style-type: none"> • Hosting fundraisers for candidates, committees, and parties • “Bundling” or coordinating contributions on behalf of others • Volunteering to make phone calls or canvas neighborhoods • Participating in a political action committee (PAC) • Giving endorsements • Serving on a candidate's election committee

U.S. Candidate or Organization Name	Federal, State or Local (include Jurisdiction)	Office (e.g. Mayor, Senator, etc.)	Date of Contribution or Activity	Contribution Amount or Activity Description

OUTSIDE BUSINESS ACTIVITIES DISCLOSURE

Name _____ Date _____

Position Applied For _____

Janus Henderson requires disclosure and pre-approval of any Outside Business Activities in order to prevent conflicts or risks from adversely affecting the firm or its clients. In the event you have any Outside Business Activities **which you intend to continue after joining Janus Henderson**, please disclose them here. Your disclosures will be reviewed by Compliance and may be escalated to the Ethics & Conflicts Committee in the event of a conflict or risk is identified. You are separately encouraged to proactively raise any Outside Business Activities which you believe may present such a conflict or risk with your recruiter (e.g., serving on board of publicly-traded company, consulting for a competitor or owning a current vendor). In rare circumstances, Janus Henderson may condition your employment offer on your withdrawal from the Outside Business Activity.

For purposes of the Outside Business Activities rules, disclosure and pre-clearance is required for any of the following:

- Serving as an employee, independent contractor, sole proprietor, officer, director or partner of a for-profit business;
- Serving as a director, officer or executive management of a non-profit entity or performing investment-related functions on its behalf; and
- Engaging in any other outside employment or activity (paid or unpaid) that may give rise to a conflict with Janus Henderson, its shareholders or clients, or other risk (e.g., operating a blog that provides financial advice).

Organization Name	Organization Description	Outside Role	Outside Role Description	Hours / Week

2023 TOTAL REWARDS PACKAGE

Janus Henderson offers a comprehensive Benefits Program in addition to generous Paid Time Off and Retirement Plans

Eligibility (for full-time employees)

Insurance Plans: First of the month following date of
hire
Paid Time Off: First of the month following date of hire
Retirement Plan: Date of hire

Insurance Plans

The flexible benefits program allows you to elect the benefits that best meet your needs. Although the cost will vary depending on your choices, it is possible to elect Medical, Dental, Life and Disability coverage at a minimal cost.

Medical

Janus Henderson offers three comprehensive medical plan options through UnitedHealthcare (UHC). The UHC Choice EPO plan offers coverage within the UHC network with low deductibles. The UHC Enhanced HDHP and Basic HDHP are qualified High Deductible Health Plans, providing the option to contribute to a Health Savings Account (HSA). Plan costs are based on the plan elected, dependents covered and the employee's salary. Excluding amounts that an employee is required to pay for services, the monthly employee expense is as follows:

Option 1: UnitedHealthcare Basic HDHP Monthly Premium				
Base Salary	Single	Employee & Children	Employee & Spouse/Domestic Partner	Family
< \$63,000	\$41.50	\$77.00	\$89.00	\$125.50
\$63,000 – \$130,999	\$53.50	\$98.50	\$112.50	\$159.50
\$131,000 – \$285,000	\$73.50	\$138.50	\$157.00	\$222.50
> \$285,000	\$100.00	\$194.00	\$218.50	\$309.00
Option 2: UnitedHealthcare Enhanced HDHP Monthly Premium				
Base Salary	Single	Employee & Children	Employee & Spouse/Domestic Partner	Family
< \$63,000	\$59.00	\$112.50	\$128.50	\$181.50
\$63,000 – \$130,999	\$73.50	\$135.50	\$154.00	\$218.00
\$131,000 – \$285,000	\$105.50	\$195.50	\$220.00	\$311.50
> \$285,000	\$143.00	\$274.50	\$308.00	\$436.00
Option 3: UnitedHealthcare Choice EPO Monthly Premium				
Base Salary	Single	Employee & Children	Employee & Spouse/Domestic Partner	Family
< \$63,000	\$100.00	\$202.00	\$231.00	\$327.00
\$63,000 – \$130,999	\$120.00	\$238.50	\$267.50	\$379.00
\$131,000 – \$285,000	\$173.50	\$341.00	\$385.00	\$545.00
> \$285,000	\$246.50	\$483.50	\$539.00	\$762.50

2023 TOTAL REWARDS PACKAGE

Dental

Our plan provides comprehensive dental coverage with a broad choice of providers through Delta Dental of Colorado. Excluding amounts that an employee is required to pay for services, the monthly employee expense is as follows:

Delta Dental Monthly Premium			
Single	Employee & Children	Employee & Spouse/Domestic Partner	Family
\$27.00	\$43.00	\$45.50	\$75.00

Vision

You also have an option to purchase basic vision insurance through VSP. Excluding amounts that an employee is required to pay for services, the monthly employee expense is as follows:

Vision Service Plan Monthly Premium			
Single	Employee & Children	Employee & Spouse/Domestic Partner	Family
\$9.53	\$13.25	\$12.98	\$21.37

Life and Accidental Death & Dismemberment (AD&D) Insurance

Janus Henderson provides you with a basic plan equal to two times base salary plus an option to purchase additional term insurance up to a total maximum of five times base pay (max of \$1.25M). You may also purchase coverage for your family members.

Disability

Short Term and Long-Term Disability are provided by the company with coverage amounts at 100% of base salary for Short Term Disability and 60% of annual salary for Long Term Disability.

Paid Family Leave

Janus Henderson provides pay for approved family leaves for up to 6 weeks of leave. The payments are 100% of base salary. Employees may also be eligible for additional unpaid family leave in accordance with the Family and Medical Leave Act.

Paid Parental Leave

Janus Henderson provides pay for approved parental leaves for up to 14 weeks of leave. The payments are 100% of base salary and run in accordance with the Family and Medical Leave Act.

Flexible Spending Accounts

You also have an option to set aside pre-tax dollars to pay for any out-of-pocket medical, dental, vision and/ or dependent care expenses through the Health Care, Limited Use and Dependent Care Spending Accounts. The annual maximum for the Health Care and Limited Use Spending Accounts is \$3,050. The annual maximum for Dependent Care Spending Accounts is \$5,000.

Health Savings Account

If you are a participant in either the Enhanced or Basic HDHP medical plan, you would have the option to set aside pre-tax dollars to pay for any out-of-pocket medical, dental and vision expenses through a Health Savings Account. Janus Henderson will contribute up to \$600 or \$1200 annually (pro-rated for new hires) depending on coverage level. The annual maximum is \$3,850 for individuals and \$7,750 for families. The company contribution applies toward the annual contribution limits.

2023 TOTAL REWARDS PACKAGE

PTO (Paid Time Off)

Janus Henderson provides PTO using an accrual method where employees earn PTO at a designated rate throughout the year. Each employee is able to accrue PTO up to their annual 'Maximum Accrual' (determined by tenure) and can carry a negative balance of up to one quarter of this amount at any point in the year. The below chart provides specific Maximum Accrual figures:

Maximum Accrual & Per Pay Period Accrual Rates (Hours)						
	Full Time (40 hrs/wk)*		Part Time (32-39 hrs/wk)*		Part Time (20-31 hrs/wk)*	
	Maximum Accrual	Accrual rate	Maximum Accrual	Accrual rate	Maximum Accrual	Accrual rate
Date of hire through 5 year anniversary	168	7.00	134	5.58	84	3.50
5th year through 10th year anniversary	208	8.67	166	6.92	104	4.33
10th year forward	248	10.33	198	8.25	124	5.17

* Based on number of weekly scheduled working hours (Janus Henderson schedules in full hour increments)

New employees will begin accruing time on their 1st day of employment. In addition, Janus Henderson has 9 paid company holidays in 2022 and all employees are eligible for 2 floating holidays annually to be used for such things as religious holidays not observed by Janus Henderson, military reservist requirements, etc. Janus Henderson grants each employee 8 hours of Community Investment Time each year to spend volunteering for philanthropic organizations of their choice.

The Janus Henderson 401(k) Plan

- You are immediately eligible to participate in the 401(k) Plan.
- If you don't make an affirmative election within one month of hire, you will be auto-enrolled at a deferral rate of 6.0% and enrolled in the auto-escalation feature which increases your deferral rate by 1% each year (to a maximum of 10%).
- You can contribute 0-75% of your "eligible" pay on a pre-tax or Roth (after-tax) basis up to the annual limit of \$22,500 (2023 limit). Eligible pay includes base salary, overtime pay, bonus pay, and commission pay.
- You can make separate deferral elections for your base pay and your cash bonus/commission pay.
- You can make additional after-tax contributions (above the 401(k) limits) of up to 25% from your base pay for a total combined savings of \$66,000 (includes employer contributions).
- If you are 50 years of age or older during the calendar year, you can elect to make an additional "catch-up" contribution of \$7,500 (2023 limit).
- Janus Henderson matches your 401(k) contributions (pre-tax or Roth) dollar for dollar up to 5% of your eligible pay (up to a maximum of \$330,000).
- You are always 100% vested in your contributions.
- The employer match, as well as any discretionary employer contribution, vests at a rate of 20% for each year of service (defined as working 1,000 hours in a calendar year).
- Rollovers from qualified plans are accepted.

Years of Service	401(k) Employer Vesting Schedule
0-1	0%
1-2	20%
2-3	40%
3-4	60%
4-5	80%
After 5 Years	100%

2023 TOTAL REWARDS PACKAGE

Employee Stock Purchase Plan (ESPP)

Through the Janus Henderson ESPP, you can purchase Janus Henderson stock at a 15% discount and receive a 1:1 company match up to \$630 per quarter.

Tuition Reimbursement

Janus Henderson offers tuition reimbursement of up to \$5,250 per year for undergraduate degrees and select graduate degrees.

Matching Gift Program

To recognize charities that are important to employees, Janus Henderson offers a dollar-for-dollar match of employee contributions to eligible charities, up to an annual maximum.

Adoption, Fertility, Gender Affirmation and Surrogacy Reimbursement

Janus Henderson offers up to \$50,000 in the form of taxable reimbursements to help cover eligible expenses that are not covered under your healthcare plan.

Employee Assistance Program (EAP)

Our Employee Assistance Program offers employees and their family members a confidential resource for dealing with personal issues, crisis situations and everyday problems that we all face in life.

MetLife Voluntary Benefits

Employees can purchase a legal plan, accident, hospital indemnity, auto, home and pet insurance at preferred rates.

Collegelvest Payroll Deductions

We make investing in your child's education easy. Employees can set up a Collegelvest 529 plan and have their contributions deducted from payroll and deposited directly into the account.

Identity Theft Protection

Your security and peace of mind matter to us. To help protect you and your family, Janus Henderson is proud to offer LifeLock Identity Theft Protection as a voluntary benefit.

Medical Consultation & Mental Health Services

MDLIVE enables you to get the care you need from the comfort of your home, or while traveling, via phone, video or email. Medical consults and mental health services are available. You must be enrolled in one of our medical plans to be eligible as services are billed through our medical plan.

Backup Care

This family-friendly benefit through Bright Horizons is available when usual arrangements to care for your child(ren) or adult dependents are not available, or you don't have care in place and need emergency cover.

ClassPass (online and in-person fitness and wellbeing)

Our partnership also offers employee discounts on package credits for in-person fitness classes and other services that can be booked through this app such as massage and facials.

Headspace (the app for mindfulness and meditation)

Headspace is a mobile app designed to facilitate meditation and mindfulness, and all employees can sign-up for complimentary access. Think of it like a gym membership for the mind. There are bite-size guided meditations for busy schedules on everything from decreasing stress and help with anxiety to improving sleep and focus. Headspace is available for free to all our employees.

Other Benefits

Janus Henderson also offers other benefits, including company-paid business travel accident insurance, employee discounts, free parking and more.

Effective January 1, 2023, for the year 2023, Janus Henderson reserves the right to modify or discontinue benefit plans. Ask to see the Summary Plan Description for plan details. The benefits and costs quoted are for full-time employees. Part-time employees (working at least 20 hours per week) are also eligible for benefits but with prorated company contributions.